

Idaho School for the Deaf and the Blind
Policies and Procedures
Section: 300
Subsection: Drug and Alcohol Free Work Environment

June 2006

Reference: Executive Order 2002-01

Purpose: To provide a drug and alcohol free work environment for all Idaho School for the Deaf and the Blind Employees.

Policy:

Drug-Free Workplace

It is the policy of the Idaho School for the Deaf and the Blind to maintain a drug-free workplace.

Drug abuse in the workplace has many detrimental effects on any organization and its employees. Drug abuse impacts morale, lowers productivity and increases health care costs. The Idaho School for the Deaf and the Blind is committed to maintaining a work environment free from illegal drugs and drug abuse.

State employees are prohibited from the unlawful manufacture, distribution, dispensation, possession or use of controlled substances in the workplace. Violations of this policy will result in corrective action, which may include discipline up to and including dismissal.

As a condition of employment, all employees are required to abide by this drug-free policy, and must notify the Agency Head, Director of Human Resources or immediate supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.

The consumption of alcohol on the job is prohibited. Employees may not work if their performance is impaired by the use of alcohol.

Revised/Approved – June 2006
Harvey W. Lyter III, Interim Superintendent